S E C R E T

National Academy of Public Administration
Study of Intelligence Community Personnel Systems
DISCUSSION OF SECURITY MATRIX

The panel examined the question of personnel security because of congressional staff perceptions that timeframes for clearances caused the IC agencies to lose good staff or delay their hiring. The NAPA staff used responses from IC staff in security and in staffing, and found that only the military intelligence agencies regularly depicted security delays as a problem. The FBI noted some specialists were more difficult to hire because of security delays.

The issue which most interested the panel was that the agencies have somewhat different requirements for initial investigations and periodic reinvestigations, yet all staff who receive clearances have access to Sensitive Compartmented Information (SCI). As a result, agencies with stricter requirements require that transferring or detailed staff have their clearances brought up to the gaining agency's clearance requirements. (This usually means having the staff member polygraphed.) There is no indication that doing added investigation work has delayed using staff one IC agency wants to hire from another.

At its September 30 meeting, the panel will use the attached matrix as the basis for discussing the issue more fully.

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